

File No. 110629

Committee Item No. 13²
Board Item No. 13²

COMMITTEE/BOARD OF SUPERVISORS
AGENDA PACKET CONTENTS LIST

Committee: Government Audit and Oversight

Date: June 9, 2011

Board of Supervisors Meeting

Date: 6.21.11

Cmte Board

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| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Introduction Form (for hearings) |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | MOU |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Contract/Agreement (Approved as to Form) |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input type="checkbox"/> | <input type="checkbox"/> | Application |
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OTHER

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Completed by: Andrea S. Ausberry

Date June 2, 2011

Completed by: AD

Date 6.13.11

An asterisked item represents the cover sheet to a document that exceeds 25 pages. The complete document is in the file.

1 [Memorandum of Understanding, Amendment No. 1 - Multiple Unions (Crafts Coalition)]

2
3 **Ordinance adopting and implementing Amendment No. 1 to the 2010-2012**
4 **Memorandum of Understanding between the City and County of San Francisco and the**
5 **Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building Inspectors'**
6 **Association; The Northern California Carpenters Regional Council, Local 22; Carpet,**
7 **Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300;**
8 **Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International**
9 **Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied**
10 **Crafts of the United States, Its Territories and Canada, Local 16; International**
11 **Association of Bridge, Structural, Ornamental, Reinforcing Iron Workers, Riggers and**
12 **Machinery Movers, Local 377; Auto, Marine and Specialty Painters, Local Union No.**
13 **1176; Pile Drivers, Divers, Carpenters, Bridge, Wharf and Dock Builders, Local Union**
14 **No. 34; Plasterers and Shophands, Local 66; United Union of Roofers, Waterproofers**
15 **and Allied Workers, Local 40; Sheet Metal Workers International Union, Local 104;**
16 **Teamsters, Local 853, by implementing specified terms and conditions of employment**
17 **for FY2011-2012.**

18 NOTE: Additions are single-underline italics Times New Roman;
19 deletions are ~~strike-through italics Times New Roman~~.
20 Board amendment additions are double-underlined;
21 Board amendment deletions are ~~strikethrough-normal~~.

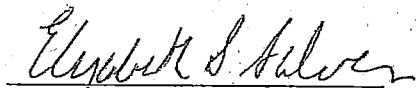
22 Be it ordained by the People of the City and County of San Francisco:

23 Section 1. The Board of Supervisors hereby adopts and implements Amendment No. 1
24 to the 2010-2012 Memorandum of Understanding between the City and County of San
25 Francisco and the Bricklayers and Allied Crafts, Local 3; Hod Carriers, Local 166; Building
Inspectors' Association; The Northern California Carpenters Regional Council, Local 22;

1 Carpet, Linoleum and Soft Tile Workers, Local 12; Plasterers and Cement Masons, Local 300;
2 Glaziers, Architectural Metal and Glass Workers, Local Union No. 718; International Alliance
3 of Theatrical Stage Employees, Moving Picture Technicians, Artist and Allied crafts of the
4 United States, Its Territories and Canada, Local 16; International Association of Bridge,
5 Structural, Ornamental, Reinforcing Iron Workers, Riggers and Machinery Movers, Local 377;
6 Auto, Marine and Specialty Painters, Local Union No. 1176; Pile Drivers, Divers, Carpenters,
7 Bridge, Wharf and Dock Builders, Local Union No. 34; Plasterers and Shophands, Local 66;
8 United Union of Roofers, Waterproofers and Allied Workers, Local 40; Sheet Metal Workers
9 International Union, Local 104; Teamsters, Local 853, by implementing specified terms and
10 conditions of employment for fiscal year 2011-2012.

11
12 Amendment No. 1 to the Memorandum of Understanding so implemented is on file in
13 the office of the Board of Supervisors in Board File No. 110629.

14
15 APPROVED AS TO FORM:
16 DENNIS J. HERRERA, City Attorney

17 By: 
18 ELIZABETH S. SALVESON
19 Chief Labor Attorney
20
21
22
23
24
25

OFFICE OF THE MAYOR
SAN FRANCISCO



EDWIN M. LEE
MAYOR

TO: Angela Calvillo, Clerk of the Board of Supervisors
FROM: *ew* Mayor Edwin M. Lee *JK*
RE: Amendments to Various Memoranda of Understanding
DATE: May 17, 2011

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2011 MAY 17 AM 11:22
BY *[Signature]*

Dear Madame Clerk:

Attached for introduction to the Board of Supervisors are the following amendments to 23 different Memoranda of Understanding, listed below.

- 10629 1. Consolidated Crafts, (July 1, 2010 through June 20, 2012)
- 10630 2. Deputy Probation Officers' Association, (July 1, 2010 through June 30, 2012)
- 10631 3. Fire, Unit 1, (July 1, 2007 through June 30, 2013)
- 10632 4. Fire, Unit 2, (July 1, 2007 through June 30, 2013)
- 10633 5. SEIU, Local 1021, H1 Fire Rescue Paramedics, (July 1, 2007 through June 30, 2013)
- 110634 6. IFPTE, Local 21, (July 1, 2006 through June 30, 2012)
- 110635 7. Institutional Police Officers' Association, (July 1, 2010 through June 30, 2012)
- 110636 8. MAA, (July 1, 2010 through June 30, 2012)
- 110637 9. MEA Misc., (July 1, 2006 through June 30, 2012)
- 110638 10. MEA Fire, (July 1, 2007 through June 30, 2013)
- 110639 11. MEA Police, (July 1, 2007 through June 30, 2013)
- 110640 12. Operating Engineers, Local 3 (July 1, 2010 through June 30, 2012)
- 110641 13. Plumbers, Local 38, (July 1, 2010 through June 30, 2012)
- 110642 14. POA - P1&P2A, (July 1, 2007 through June 30, 2013)
- 110643 15. POA - P2B, (July 1, 2007 through June 30, 2013)
- 110644 16. SEIU, Local 1021, (July 1, 2010 through June 30, 2012)
- 110645 17. Operating Engineers, Supervising Probation Officers, (July 1, 2010 through June 30, 2012)
- 110646 18. Teamsters, Local 856 Multi-Unit, (July 1, 2010 through June 30, 2012)
- 110647 19. TWU Local 200 (Non-MTA), (July 1, 2010 through June 30, 2012)
- 110648 20. TWU Local 250-A (Non-MTA Class 7410), (July 1, 2010 through June 30, 2012)
- 110649 21. TWU Local 250-A (Multi-Unit), (July 1, 2010 through June 30, 2012)
- 110650 22. UAPD - Unit 8CC, (July 1, 2006 through June 30, 2012)
- 110651 23. UAPD - Unit 11AA, (July 1, 2006 through June 30, 2012)

I request that these items be calendared in Government Audit & Oversight Committee.

Should you have any questions, please contact Jason Elliott (415) 554-5105.

**Amendment No. 1
TO THE 2010-2012 MEMORANDUM OF UNDERSTANDING
BETWEEN
THE CITY AND COUNTY OF SAN FRANCISCO
AND**

**BRICKLAYERS AND ALLIED CRAFTS, LOCAL 3;
HOD CARRIERS, LOCAL 166;
BUILDING INSPECTORS' ASSOCIATION;
THE NORTHERN CALIFORNIA CARPENTERS REGIONAL COUNCIL, LOCAL 22;
CARPET
LINOLEUM AND SOFT TILE WORKERS, LOCAL 12;
PLASTERERS AND CEMENT MASONS, LOCAL 300;
GLAZIERS, ARCHITECTURAL METAL AND GLASS WORKERS, LOCAL UNION NO. 718;
INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE
TECHNICIANS, ARTIST AND ALLIED CRAFTS OF THE UNITED STATES, ITS TERRITORIES
AND CANADA, LOCAL 16;
INTERNATIONAL ASSOCIATION OF BRIDGE, STRUCTURAL ORNAMENTAL,
REINFORCING IRON WORKERS, RIGGERS AND MACHINERY MOVERS, LOCAL 377;
AUTO, MARINE AND SPECIALTY PAINTERS, LOCAL UNION NO. 1176;
PILE DRIVERS, DIVERS, CARPENTERS, BRIDGE, WHARF AND DOCK BUILDERS, LOCAL
UNION NO. 34;
PLASTERERS AND SHOPHANDS, LOCAL 66;
UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS, LOCAL 40;
SHEET METAL WORKERS INTERNATIONAL UNION,
LOCAL 104; AND
TEAMSTERS, LOCAL 853**

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
BY: [Signature]
2011 MAY 17 AM 11:20

The parties hereby amend the Memorandum of Understanding as follows:

III.S. HEALTH BENEFIT CONTRIBUTIONS

1. EMPLOYEE HEALTH CARE

342. The City shall maintain the level of health insurance and dental benefits as determined by the Health Service System Board and shall contribute the applicable amount per month for employee coverage.

2. DEPENDENT HEALTH CARE PICK-UP

343. The City shall contribute the greater amount of up to \$225 per month or 75% of the dependent rate charged by the City to employees for Kaiser coverage at the dependent plus two level.

3. DENTAL COVERAGE

344. Each employee covered by this Agreement shall be eligible to participate in the City's dental program.

344a. Effective July 1, 2011, employees who enroll in the Delta Dental PPO Plan shall pay the following premiums for the respective coverage levels: \$5/month for employee-only.

\$10/month for employee + 1 dependent, or \$15/month for employee + 2 or more dependents.

The aforesaid payments shall not be considered as part of an employee's salary for the purpose of computing straight time earnings, compensation for overtime worked, premium pay, retirement benefits or retirement contributions; nor shall such contributions be taken into account on determining the level of any other benefit which is a function of or percentage of salary.

4. CONTRIBUTIONS WHILE ON UNPAID LEAVE

345. As set forth in Administrative Code section 16.701(b), covered employees who are not in active service for more than twelve (12) weeks shall be required to pay the Health Service System for the full premium cost of membership in the Health Service System, unless the employee shall be on sick leave, workers' compensation, mandatory administrative leave, approved personal leave following family care leave, disciplinary suspensions, or on a layoff holdover list where the employee verifies they have no alternative coverage.

5. MEDICALLY SINGLE EMPLOYEES

346. For "medically single"/employee-only employees, i.e., benefited employees not receiving the contribution paid by the City for dependent health care benefits, the City shall contribute all of the premium for the employee's own health care benefit coverage.

Fiscal Year 2011-12 and Thereafter

347. ~~The City and the PEC will establish a labor management committee to begin meeting no later than October 1, 2010, concluding before December 31, 2010, to identify changes to MOU negotiated premium payments that would be anticipated to yield approximately \$3 million in savings annually in the City's employee health care cost, beginning Fiscal Year 2011-12.~~

348. ~~Should the committee not reach mutual agreement on another option, the following goes into effect: for Fiscal Year 2011-12 and thereafter, for all employees enrolled in the City Plan in the medically single/Employee Only category, the City's contribution will be capped at an amount equivalent to the cost of the second highest cost plan for medically single/Employee-Only enrollees. Employees who elect to enroll in the City plan in this category must pay the difference between the capped amount of the City plan described above and the cost of City plan coverage in the medically single/Employee Only category.~~

349. ~~If no mutual agreement on another option is reached as described in paragraph 348, and if an employee's work location reasonably requires him or her to reside in a county in which there is no City HMO available, then the City shall pay for medically single/Employee Only coverage under the City plan.~~

APPENDIX G: PILE DRIVERS, LOCAL UNION NO. 34

4. PORT OF SAN FRANCISCO APPRENTICE(S)

a. Employees appointed to Class 9328 Pile Worker I Apprentice shall be compensated in relation to a Class 9330 Pile Worker based on time worked as follows:

	<u>(Time Worked)</u>	<u>Compensation</u>
<u>Step 1</u>	<u>Upon Appointment</u>	<u>60% of 5th Step 9330 Pile Worker</u>
<u>Step 2</u>	<u>6 months</u>	<u>65% of 5th Step 9330 Pile Worker</u>
<u>Step 3</u>	<u>12 months</u>	<u>70% of 5th Step 9330 Pile Worker</u>
<u>Step 4</u>	<u>18 months</u>	<u>75% of 5th Step 9330 Pile Worker</u>
<u>Step 5</u>	<u>24 months</u>	<u>80% of 5th Step 9330 Pile Worker</u>

b. Employees appointed to Class 9329 Pile Worker II Apprentice shall be compensated in relation to a Class 9330 Pile Worker based on time worked (includes time worked in Class 9328 Pile Worker I Apprentice) as follows:

	<u>(Time Worked)</u>	<u>Compensation</u>
<u>Step 1</u>	<u>24 months</u>	<u>80% of 5th Step 9330 Pile Worker</u>
<u>Step 2</u>	<u>30 months</u>	<u>85% of 5th Step 9330 Pile Worker</u>
<u>Step 3</u>	<u>36 months</u>	<u>90% of 5th Step 9330 Pile Worker</u>
<u>Step 4</u>	<u>42 months or more</u>	<u>95% of 5th Step 9330 Pile Worker</u>

c. Time worked in both classifications, which comprises the length of the Pile Worker apprenticeship, will not exceed forty-eight (48) months except by approval of the appointing authority, subject to the applicable Civil Service Commission Rules.

d. The City's discretion to determine whether to create, continue or reduce positions, including apprentice positions, is one of its management rights and is beyond the scope of and not affected by this MOU.

FOR THE CITY

FOR THE UNIONS

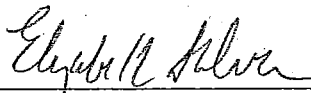
Micki Callahan Date
Human Resources Director

Steve Kantoniemi Date
Field Representative
Bricklayers and Allied Crafts, Local 3

Martin R. Gran Date
Employee Relations Director

Robert Alvarado Date
Executive Officer,
Northern California Carpenters Regional
Council / Local 22

APPROVED AS TO FORM:
DENNIS J. HERRERA, City Attorney

 5-10-11

Elizabeth Salveson Date
Chief Labor Attorney

Robert Alvarado Date
Executive Officer,
Northern California Carpenters Regional
Council / Building Inspectors' Association

Dennis M. Carlin, Jr. Date
President,
San Francisco Building Inspectors'
Association

Tony Tofani Date
Business Representative
Carpet, Linoleum and Soft Tile Workers,
Local 12

Patrick Barrett Date
Business Agent
Plasterers & Cement Masons, Local 300

Mark Shelley Date
Glaziers, Architectural Metal and Glass
Workers, Local Union 718

Sam Robinson Date
Hod Carriers Union, Local 166

Terrence Dunnigan Date
Ironworkers, Local 377

F.X. Crowley Date
Business Mgr. – Secretary
International Alliance of Theatrical Stage
Employees, Moving Picture Technicians,

Artist and Allied Crafts of the United States,
Its Territories and Canada, Local 16

Jose Santana	Date
Business Representative	
Auto, Marine and Specialty Painters, Local	
Union No. 1176	

Pat Karinen	Date
Senior Field Representative	
Pile Drivers, Divers, Carpenters, Bridge,	
Wharf and Dock Builders, Local Union No.	
34	

Chet Murphy	Date
Business Representative	
Plasterers and Shophands, Local 66	

Steven Tucker	Date
Business Representative	
United Union of Roofers, Waterproofers	
and Allied Workers, Local 40	

Richard Koenig	Date
Business Representative	
Sheet Metal Workers International Union,	
Local 104	

Rome Aloise	Date
Secretary Treasurer	
Teamsters, Local 853	

Daniel Harrington	Date
Business Representative	
Teamsters, Local 853	

